



LEE COUNTY BOCC VETERAN’S PREFERENCE

Veterans’ Preference for eligibility in employment will be extended to certain Veterans and spouses of Veterans according to Florida State Statute 295.07.

Section 295.07, Florida Statutes, extends Veterans’ Preference to:

1. Disabled Veterans who have served on active duty in any branch of the Armed Forces and who presently have an existing service-connected disability which is compensable under public laws administered by the Department of Veterans’ Affairs (DVA) or are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the DVA and the Department of Defense.
2. The spouse of a Veteran:
 - Who has a total and permanent service-connected disability and who, because of this disability cannot qualify for employment; or
 - Who is missing in action, captured in the line of duty by a hostile force, or detained or interned in line of duty by a foreign government or power.
3. A Veteran of any war, who has served at least one day during that war time or who has been awarded a campaign or expeditionary medal.
 - World War II: December 7, 1941 to December 31, 1946
 - Korean Conflict: June 27, 1950 to January 31, 1955
 - Vietnam Era: February 28, 1961 to May 7, 1975
 - Persian Gulf War: August 2, 1990 to January 2, 1992
 - Operation Enduring Freedom: October 7, 2001 to TBD
 - Operation Iraqi Freedom: March 19, 2003 to TBD
 - Operation New Dawn: September 1, 2010 to TBD
4. The unremarried widow or widower of a Veteran who died of a service-connected disability.
5. The mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions as verified by the United States Department of Defense.
6. A current member of any reserve component of the United States Armed Forces or The Florida National Guard.

Points	Item	Explanation
15	1.	Disabled Veterans
10	2. 3. 4. 5.	Spouse of Veteran who meets criteria above Wartime Veteran Unremarried widow/er of veteran who died as a result of military service combat Parent, legal guardian, or unremarried widow/er of veteran who died as a result of military service under combat-related conditions
5	6.	Current member of any reserve component of the United States Armed Forces or The Florida National Guard

Are applicants who are currently serving in active duty eligible for veteran’s preference?

No, a veteran is defined as a person who served in the active military, naval, or air service and who was discharged or released under honorable conditions (or who later received an upgraded discharge under honorable conditions).

Applicants must furnish the following documents at the time of application to receive preference for the position.

Item	Required Documentation
1.	<ul style="list-style-type: none"> • Veterans, disabled Veterans, spouses of disabled Veterans and family members shall furnish a Department of Defense document, commonly known as form DD-214 or military discharge papers, or equivalent certification from the Department of Veteran Affairs, listing military status, dates of service and Character of Discharge. Must have an Honorable Discharge. • Disabled Veterans shall also furnish a document from the Department of Defense, the DVA, or the Department certifying that the Veteran has a service-connected disability.
2.	<ul style="list-style-type: none"> • DD214 (see 1st bullet under #1). • Spouses of disabled Veterans shall also furnish either a certification from the Department of Defense or the VA that the Veteran is totally and permanently disabled or an identification card issued by the Department; spouses shall also furnish evidence of marriage to the Veteran and a statement that the spouse is still married to the Veteran at the time of the application for employment; the spouse shall also submit proof that the disabled Veteran cannot qualify for employment because of the service-connected disability. • Spouses of persons on active duty shall furnish a document from the Department of Defense or the DVA certifying that the person on active duty is listed as missing in action, captured in line of duty, or forcibly detained or interned in line of duty by a foreign government or power; such spouses shall also furnish evidence of marriage and a statement that the spouse is married to the person on active duty at the time of that application for employment.
3.	DD-214 (see 1 st bullet under #1).
4.	The unmarried widow or widower of a deceased Veteran shall furnish a document from the Department of Defense showing the death of service member while on duty status under combat-related conditions or the DVA certifying the service-connected death of the Veteran, and shall further furnish evidence of marriage.
5.	The mother, father, or legal guardian of a deceased Veteran shall furnish a document from the Department of Defense showing the death of service member while on duty status under combat-related conditions or the Department of Veteran’s Affairs certifying the service-connected death of the Veteran, and shall further furnish evidence of parentage. The legal guardian shall show the proper court documents establishing the legal authority for the Guardian.
6.	Department of Management Services (DMS) is requiring that current reserve members and National Guard members provide a letter from their Commanding Officer stating the dates of their military service to establish that they are currently active.



If you wish to receive Veterans' Preference, you must meet all of the above criteria and at the time of application you must possess the minimum qualifications necessary to the discharge of the duties involved. The rule defines "minimum qualifications" to mean a "specification" of the kinds of experience, training, education and/or licensure or certification that provides "appropriate job-related evidence that an applicant possesses the minimum required knowledge, skills, and abilities necessary to the discharge of the duties involved."

Are county employees eligible for veteran's preference for promotional opportunities?

In order to qualify for Veterans' Preference for promotion a Veterans' Preference eligible (qualified) applicant must have been deployed, come back to the department where previously employed and reinstated or reemployed. They must return with a DD214 showing an Honorable Discharge. If, they have been deployed less than six months and do not have a DD214, the applicant must provide a letter from his/her command stating the applicant continues to serve honorably or they had served honorably during that period of deployment.

The Veterans' Preference eligible applicant must use that promotional opportunity the first time it becomes available, and it is only good for that first promotion. It cannot be used multiple times. However, an employee with multiple deployments will be entitled to preference after each deployment. If the Veteran forgets to use his preference s/he is not entitled to use it at another time.

Other provisions regarding Veterans' Preference:

- Veterans' preference in perpetuity: A person eligible for veterans' preference in appointment (defined by s. 295.07, FS) does **not** forfeit employment preference eligibility once that veteran or eligible spouse of the veteran has been employed by a state agency or any political subdivision of this state.
- Preference in layoffs: Where a layoff is necessitated in a covered position, similar preferences must be given to the covered employee in the retention process.
- Preference in reinstatement or reemployment: When an employee in a covered position leaves employment for the purpose of serving in the armed forces, he or she is entitled to reinstatement or reemployment upon release or discharge from active military service.
- Promotion preference: Promotion preference applies only to a veteran's first promotion after reinstatement or reemployment, without exception.

Please remember, to receive preference, applicants must attach the appropriate documentation listed above and documentation must be provided at the time of application. You may attach the documents to your Neogov application. If assistance is required with attaching documents, please call 239-533-2245. Documents may be faxed to 239-485-2077 with a cover sheet requesting they be attached to your application or you may email hr_staffing@leegov.com.